Equity-Centered Approach to Data

Humanizing the Process and Experience

Objectives

- Understanding what 'humanizing' means
- "It's more than just about the data"
- Example processes to ensure inclusion and collaboration within collective efforts

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Reflection

When you present about performance data, what reactions do you hear or observe?

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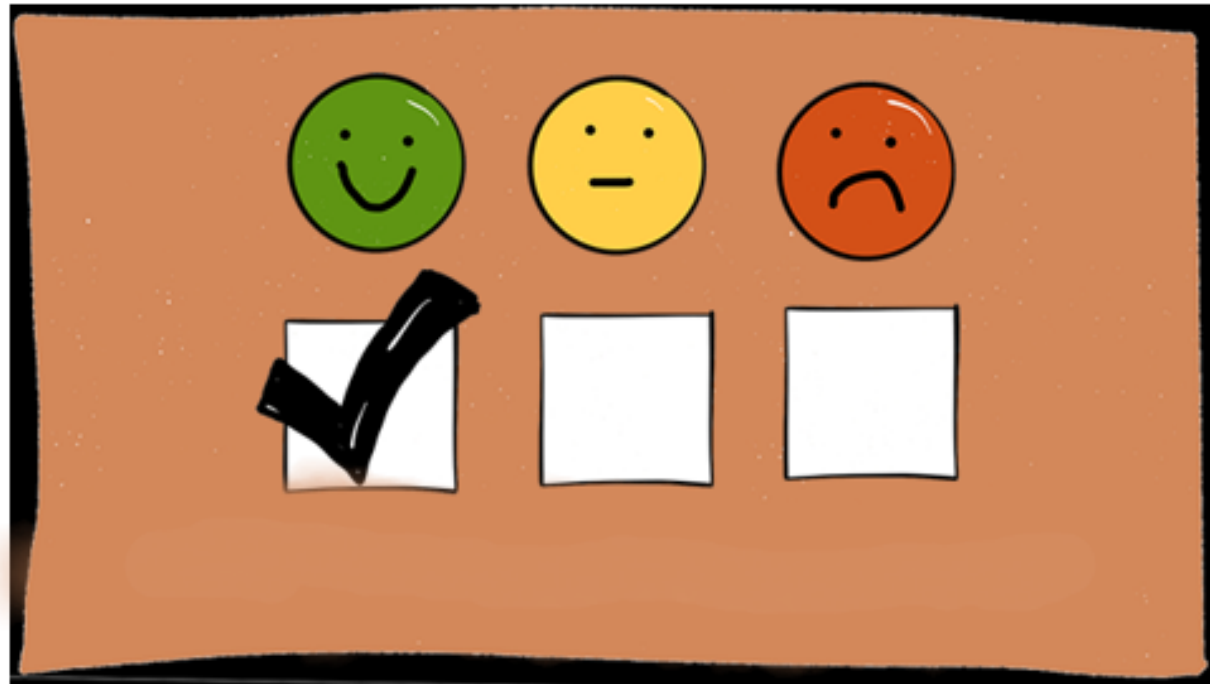
What do we mean by 'humanizing'?

Taking intentional actions that include the student experience –their historical participation, trauma, marginalization, etc.- that will ensure student success.

Dr. Doris Hill, Metropolitan State; Chancellors Fellow 2019-2020

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Equality vs. Equity

Understanding in context of designing or evaluating programs

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Humanizing Processes and Experiences

- Where is the learner or person(s) in the conversation? Does this make sense for them?

- To what extent is the learner or person(s) truly involved in the process?

- What has been communicated and what does the learner or person(s) experience with what has been communicated?

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How do we apply 'humanizing' to our work?

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CLNA Requirements

- An evaluation of student performance with respect to SDPLs
- How programs are of sufficient <u>size</u>, <u>scope</u>, and <u>quality</u> to meet the needs of all students served
- Evaluation of progress toward implementation of CTE programs & programs of study
- How local consortium will improve <u>recruitment</u>, <u>retention</u>, and <u>training</u> of CTE teachers, faculty, etc.
- Progress toward implementation of equal access to high-quality CTE

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CLNA
Gap Analysis

- Evaluation of data and current strategies
- Provide activities to prepare special populations...
- Provide programs to meet special pops performance...

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Performance Gap Q's

- **Population size** (what is the size of the subpopulation – is it 5 students or 100 students? Is it a substantial portion of your total denominator/population being measured for that indicator?)

- **Magnitude** of the gap?

- **Consistency** of the gap (Was there a gap for this subpopulation on this indicator in previous reporting years or is it a single occurrence?

- Is there a gap for this subpopulation on **more than one indicator** within a reporting year and/or **historically**?)

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A Human-Centered Approach

- Address the omission in data
- Ensure positivity in approach
- Inclusion of context from the learner
- React and disruption the status quo (bias)

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(Re) Framing Questions

- In what ways might students be missing or not engaged in participation? How might their identities be tied to that exclusion?

- Under what conditions could eligibility policy, budget priorities or decisions on programming impact participation?

- What students' cultural and gender perspectives are missing from the conversations?

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Reviewing POS Data

Technical Assistance Pilot

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Enrollment

- **Institution Student Characteristic**

	Hispanic	Black	White	All Males
Male	13.2%	15.9%	56.7%	47.8%

- **Therapeutic Pathway**

	Hispanic	Black	White	All Males
Male	9.1%	32.7%	41.9%	24.1%

- **Teaching / Training Pathway**

	Hispanic	Black	White	All Males
Male	22.3%	6.9%	56.6%	23.8%

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Equity Analysis

POS Case Study

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Enrollment

- **Institution Student Characteristic**

	Hispanic	Black	White	All Males
Male	13.2%	15.9%	56.7%	47.8%

- **Health Informatics Pathway**

	Hispanic	Black	White	All Males
Male	16.0%	12.6%	50.1%	20.7%

- **Computer Science Pathway**

	Hispanic	Black	White	All Males
Male	7.9%	22.6%	62.1%	87.8%

Why are there differing outcomes of participation between two programs with IT skills?

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What to consider as next steps

- In what ways are students experiencing differing outcomes? How might their identities be connecting to those differing outcomes?

- What attracts these students where they are represented more in certain programs than others?

- Are there potential successful practices, student stories, etc. to share with other programs?

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Action Research:

Keep the End-user in Mind!

Empathize → Interpret → Ideate → Experiment → Test
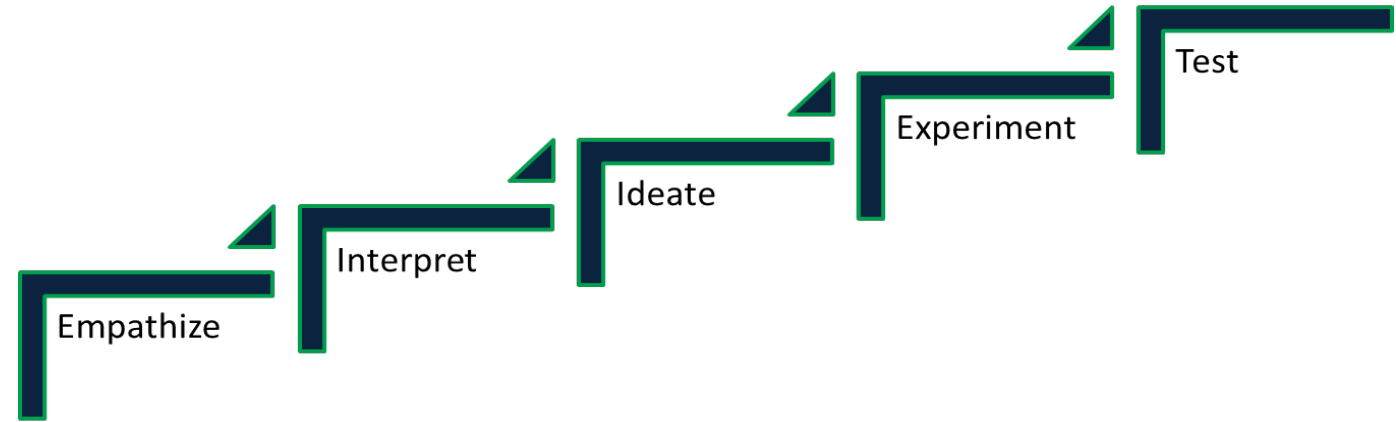
- What stories can students (and others impacted) share?
- What new information is revealing about student stories?
- What do these stories tell about potential root causes to investigate?

Questions?

Your needs?
Your next steps?

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